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FDDE Minutes

April 20, 2009

In attendance: Ronda Callister, Scott , Jennifer Duncan, Chris Neale, Robert Schmidt, Maria Cordero, Kelly Kopp, Alvan Hengge, Pat Evans, Renee Galliher

Approval of Minutes

Motion to approve previous meetings' minutes by Alvan Hengge. Motion seconded by Maria Cordero. Motion passed.

Ombudsperson reports from committee members. Seems to be working well in Engineering. Ten to twelve people in Extension have completed the training, seems to be working well. Electronic participation has helped make it easier for Extension faculty.

Review of annual report to Faculty Senate. In terms of ombudspersons, it seems to be working, but different colleges have implemented it differently. There would be benefits from sharing information across colleges. For example, Education is very enthusiastic about it. Once tenure is achieved, Education faculty are contacted to complete the ombudsperson training. Committees who then need an ombudsperson start at the top of the list and then call until they get someone. In HASS, there are 3-year terms. Individuals are expected to say yes to 4 meetings per year. In Business there is no term appointment. There is a need to determine what works well. Also, there are questions about how the training is accomplished. Questions about whether the code requires individuals serving as ombudspersons to have participated in the training. ADVANCE has a DVD on the ombudsperson training which could be added to the online training. We also need to find out who has information as to who has completed the training. We also need to talk with current ombudspersons and have them convey any issues of concern to Larry Smith. And we need to discuss the irregularities that occur.

ADVANCE/FDDE Presentation to Faculty Senate

It has been recommended that LGBT nondiscrimination language for professional and classified employees be developed and adopted. However, this effort needs a spokesperson and an FDDE member to go to all the executive committees, then the executive VPs, and the president. If approved, it would then then go into HR code.

The code change allowing faculty to designate unwanted external reviewers was approved by the Board of Trustees. It was recommended, however, that it be used very sparingly and only in cases of real personal issues.

For the caregiving leave policy, it is recommended that individuals talk with their deans. Despite financial concerns, it can still be addressed on a case-by-case basis, but not put into code during this budget time.

Parking for nursing and pregnant women was addressed and put into place.

Suggested changes to code regarding promotion committees was presented to FSEC, however another approach to this problem is needed. The Provost suggested that we

should brainstorm and come up with alternative solutions. Some discussion of the P&T committee process occurred.

Data Indicators

There was discussion about how data could be organized particularly if all colleges are to be included. Rolling 5-year averages, for example. We have a nice promotion rate now, though we were significantly behind before. There have been huge improvements in turnover rates too (they have decreased). Information on promotion and hiring will also be presented to the Senate.

RONDA, CAN YOU INCLUDE THE PRESENTATION AS AN ATTACHMENT TO THESE MINUTES?

A vote for a new FDDE chair will take place via email.

New Business

Dual career folks may be especially vulnerable during the budget crisis because often accommodations are made with lecturer positions rather than tenure-track. This has not been a part of how we deal with dual career issues. Questions have come up about the transparency of the process. It should be transparent in both the beginning and potential (lay offs) end of the situation. Where does the April 8th deadline in the code come from?

A committee member was approached by an individual who said that when she was laid off, she was told that she couldn't say that she was laid off. She may have been offered the voluntary separation. A question was also raised regarding the gender equity of lay offs.

Discussion of whether to bring it up in the last Senate meeting.

We could begin by requesting the RIF process from HR. What document is driving those decisions?

Also the issue of letting faculty decide if they support additional furloughs in order to maintain lecturers or other positions.